

## 2023-2024 State Classified Compensation Plan

HUMAN RESOURCES

State Classified pay range information is listed as an annual salary for full-time equivalent positions. Each pay range is divided into four quartiles. Salaries between the minimum of the range and 25% above are considered to be in the first quartile, from 25% - 50% (midpoint) are in the second quartile, etc. Please contact 491-MyHR if you have questions.

### Pay Grade Key

|   |                                   |    |                        |   |                            |
|---|-----------------------------------|----|------------------------|---|----------------------------|
| A | Enforcement & Protective Services | IT | Information Technology | P | Professional & Supervisory |
| C | Health Care Services              | L  | Labor, Trades, Crafts  | S | Administrative Support     |
| H | Professional Services             | M  | Management             | T | Technical                  |

| Job Class | Job Title                 | Grade     | Min      | Max       | Quartile 1 Max<br>(Class Min - 25%) | Quartile 2 Max<br>(25% - 50%) | Quartile 3 Max<br>(50% - 75%) | Quartile 4 Max<br>(75% - Class Max) |
|-----------|---------------------------|-----------|----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| H8A1XX    | Accountant I              | H.012.PS  | \$56,028 | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H8A2XX    | Accountant II             | H.014.PS  | \$61,776 | \$98,844  | \$71,040                            | \$80,304                      | \$89,574                      | \$98,844                            |
| H8A3XX    | Accountant III            | H.019.PS  | \$78,840 | \$126,144 | \$90,666                            | \$102,492                     | \$114,318                     | \$126,144                           |
| H8A4XX    | Accountant IV             | H.021.PS  | \$86,916 | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H8B1XX    | Accounting Technician I   | H.004.PS  | \$37,920 | \$60,684  | \$43,608                            | \$49,296                      | \$54,990                      | \$60,684                            |
| H8B2XX    | Accounting Technician II  | H.006.PS  | \$41,808 | \$66,900  | \$48,084                            | \$54,360                      | \$60,630                      | \$66,900                            |
| H8B3XX    | Accounting Technician III | H.009.PS  | \$48,396 | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H8B4XX    | Accounting Technician IV  | H.012.PS  | \$56,028 | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| G3A2TX    | Admin Assistant I         | G.003.ASR | \$36,120 | \$50,568  | \$39,732                            | \$43,344                      | \$46,956                      | \$50,568                            |
| G3A3XX    | Admin Assistant II        | G.004.ASR | \$37,920 | \$53,100  | \$41,712                            | \$45,504                      | \$49,302                      | \$53,100                            |
| G3A4XX    | Admin Assistant III       | G.009.ASR | \$48,396 | \$67,764  | \$53,238                            | \$58,080                      | \$62,922                      | \$67,764                            |
| G3A1IX    | Admin Assistant Int       | G.001.ASR | \$32,760 | \$45,864  | \$36,036                            | \$39,312                      | \$42,588                      | \$45,864                            |
| H1B1XX    | Administrator I           | H.008.PS  | \$46,092 | \$73,752  | \$53,010                            | \$59,928                      | \$66,840                      | \$73,752                            |
| H1B2XX    | Administrator II          | H.009.PS  | \$48,396 | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H1B3XX    | Administrator III         | H.012.PS  | \$56,028 | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H1B4XX    | Administrator IV          | H.016.PS  | \$68,100 | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |



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| Job Class | Job Title                 | Grade     | Min       | Max       | Quartile 1 Max<br>(Class Min - 25%) | Quartile 2 Max<br>(25% - 50%) | Quartile 3 Max<br>(50% - 75%) | Quartile 4 Max<br>(75% - Class Max) |
|-----------|---------------------------|-----------|-----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| H1B5XX    | Administrator V           | H.021.PS  | \$86,916  | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H1C1XX    | Analyst I                 | H.008.PS  | \$46,092  | \$73,752  | \$53,010                            | \$59,928                      | \$66,840                      | \$73,752                            |
| H1C2XX    | Analyst II                | H.009.PS  | \$48,396  | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H1C3XX    | Analyst III               | H.012.PS  | \$56,028  | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H1C4XX    | Analyst IV                | H.016.PS  | \$68,100  | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H1C5XX    | Analyst V                 | H.021.PS  | \$86,916  | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H1C6XX    | Analyst VI                | H.022.PS  | \$91,272  | \$146,040 | \$104,958                           | \$118,644                     | \$132,342                     | \$146,040                           |
| H1C7XX    | Analyst VII               | H.024.PS  | \$100,620 | \$161,004 | \$115,716                           | \$130,812                     | \$145,908                     | \$161,004                           |
| C9A1XX    | Animal Care I             | C.002.HCS | \$34,308  | \$48,036  | \$37,740                            | \$41,172                      | \$44,604                      | \$48,036                            |
| C9A2XX    | Animal Care II            | C.006.HCS | \$41,700  | \$58,392  | \$45,876                            | \$50,052                      | \$54,222                      | \$58,392                            |
| C9A3XX    | Animal Care III           | C.009.HCS | \$48,276  | \$67,584  | \$53,106                            | \$57,936                      | \$62,760                      | \$67,584                            |
| I2A2XX    | Architect I               | I.013.PSE | \$76,056  | \$112,344 | \$83,658                            | \$91,260                      | \$101,802                     | \$112,344                           |
| I2A3XX    | Architect II              | I.016.PSE | \$88,044  | \$130,056 | \$96,846                            | \$105,648                     | \$117,852                     | \$130,056                           |
| I2A4XX    | Architect III             | I.018.PSE | \$97,068  | \$143,388 | \$106,776                           | \$116,484                     | \$129,936                     | \$143,388                           |
| H3U3XX    | Arts Professional I       | H.006.PS  | \$41,808  | \$66,900  | \$48,084                            | \$54,360                      | \$60,630                      | \$66,900                            |
| H3U4XX    | Arts Professional II      | H.010.PS  | \$50,820  | \$81,312  | \$58,446                            | \$66,072                      | \$73,692                      | \$81,312                            |
| H3U5XX    | Arts Professional III     | H.012.PS  | \$56,028  | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H3U6XX    | Arts Professional IV      | H.015.PS  | \$64,860  | \$103,788 | \$74,592                            | \$84,324                      | \$94,056                      | \$103,788                           |
| H3U1IX    | Arts Technician I         | H.001.PS  | \$32,760  | \$52,416  | \$37,674                            | \$42,588                      | \$47,502                      | \$52,416                            |
| H3U2TX    | Arts Technician II        | H.003.PS  | \$36,120  | \$57,792  | \$41,538                            | \$46,956                      | \$52,374                      | \$57,792                            |
| H8E3XX    | Budget & Policy Anlst III | H.019.PS  | \$78,840  | \$126,144 | \$90,666                            | \$102,492                     | \$114,318                     | \$126,144                           |
| H8E4XX    | Budget & Policy Anlst IV  | H.022.PS  | \$91,272  | \$146,040 | \$104,958                           | \$118,644                     | \$132,342                     | \$146,040                           |
| H8E5XX    | Budget & Policy Anlst V   | H.024.PS  | \$100,620 | \$161,004 | \$115,716                           | \$130,812                     | \$145,908                     | \$161,004                           |
| H8E1XX    | Budget Analyst I          | H.013.PS  | \$58,836  | \$94,140  | \$67,662                            | \$76,488                      | \$85,314                      | \$94,140                            |
| H8E2XX    | Budget Analyst II         | H.016.PS  | \$68,100  | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H9A1IX    | Business App Sup Intern   | H.006.PS  | \$41,808  | \$66,900  | \$48,084                            | \$54,360                      | \$60,630                      | \$66,900                            |
| H9A2XX    | Business App Sup Spec I   | H.009.PS  | \$48,396  | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H9A3XX    | Business App Sup Spec I   | H.010.PS  | \$50,820  | \$81,312  | \$58,446                            | \$66,072                      | \$73,692                      | \$81,312                            |
| H9A3XX    | Business App Sup Spec II  | H.010.PS  | \$50,820  | \$81,312  | \$58,446                            | \$66,072                      | \$73,692                      | \$81,312                            |
| H9A4XX    | Business App Sup Spec III | H.015.PS  | \$64,860  | \$103,788 | \$74,592                            | \$84,324                      | \$94,056                      | \$103,788                           |



| Job Class | Job Title                 | Grade     | Min      | Max       | Quartile 1 Max<br>(Class Min - 25%) | Quartile 2 Max<br>(25% - 50%) | Quartile 3 Max<br>(50% - 75%) | Quartile 4 Max<br>(75% - Class Max) |
|-----------|---------------------------|-----------|----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| I5C1**    | Civil Eng Proj Manager I  | I.013.PSE | \$76,056 | \$112,344 | \$83,658                            | \$91,260                      | \$101,802                     | \$112,344                           |
| I5C2**    | Civil Eng Proj Manager II | I.016.PSE | \$88,044 | \$130,056 | \$96,846                            | \$105,648                     | \$117,852                     | \$130,056                           |
| C6P1XX    | Client Care Aide I        | C.006.HCS | \$41,700 | \$58,392  | \$45,876                            | \$50,052                      | \$54,222                      | \$58,392                            |
| C6P2XX    | Client Care Aide II       | C.007.HCS | \$43,788 | \$61,308  | \$48,168                            | \$52,548                      | \$56,928                      | \$61,308                            |
| C5J1IX    | Clinical Therapist I      | C.006.HCS | \$41,700 | \$58,392  | \$45,876                            | \$50,052                      | \$54,222                      | \$58,392                            |
| C5J2TX    | Clinical Therapist II     | C.009.HCS | \$48,276 | \$67,584  | \$53,106                            | \$57,936                      | \$62,760                      | \$67,584                            |
| C5J3XX    | Clinical Therapist III    | C.011.HCS | \$53,220 | \$74,520  | \$58,548                            | \$63,876                      | \$69,198                      | \$74,520                            |
| C5J4XX    | Clinical Therapist IV     | C.015.HCS | \$64,692 | \$90,576  | \$71,166                            | \$77,640                      | \$84,108                      | \$90,576                            |
| C5J5XX    | Clinical Therapist V      | C.017.HCS | \$71,328 | \$99,864  | \$78,462                            | \$85,596                      | \$92,730                      | \$99,864                            |
| G4A1XX    | Collections Rep I         | G.003.ASR | \$36,120 | \$50,568  | \$39,732                            | \$43,344                      | \$46,956                      | \$50,568                            |
| G4A2XX    | Collections Rep II        | G.006.ASR | \$41,808 | \$58,536  | \$45,990                            | \$50,172                      | \$54,354                      | \$58,536                            |
| G4A3XX    | Collections Rep III       | G.013.ASR | \$58,836 | \$82,368  | \$64,716                            | \$70,596                      | \$76,482                      | \$82,368                            |
| C7B1XX    | Community Worker I        | C.002.HCS | \$34,308 | \$48,036  | \$37,740                            | \$41,172                      | \$44,604                      | \$48,036                            |
| C7B2XX    | Community Worker II       | C.003.HCS | \$36,024 | \$50,436  | \$39,630                            | \$43,236                      | \$46,836                      | \$50,436                            |
| H6J4XX    | Comp Ins Spec III         | H.016.PS  | \$68,100 | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| G2A4XX    | Computer Oper Supv I      | G.013.ASR | \$58,836 | \$82,368  | \$64,716                            | \$70,596                      | \$76,482                      | \$82,368                            |
| G2A5XX    | Computer Oper Supv II     | G.017.ASR | \$71,508 | \$100,116 | \$78,660                            | \$85,812                      | \$92,964                      | \$100,116                           |
| G2A2TX    | Computer Operator I       | G.003.ASR | \$36,120 | \$50,568  | \$39,732                            | \$43,344                      | \$46,956                      | \$50,568                            |
| G2A3XX    | Computer Operator II      | G.007.ASR | \$43,896 | \$61,464  | \$48,288                            | \$52,680                      | \$57,072                      | \$61,464                            |
| G2A1IX    | Computer Operator Intern  | G.002.ASR | \$34,404 | \$48,156  | \$37,842                            | \$41,280                      | \$44,718                      | \$48,156                            |
| G2B2TX    | Computer Prod Coord I     | G.003.ASR | \$36,120 | \$50,568  | \$39,732                            | \$43,344                      | \$46,956                      | \$50,568                            |
| G2B1IX    | Computer Prod Coord Int   | G.002.ASR | \$34,404 | \$48,156  | \$37,842                            | \$41,280                      | \$44,718                      | \$48,156                            |
| A2A2TX    | Criminal Investigator I   | A.013.EPS | \$63,348 | \$88,692  | \$69,684                            | \$76,020                      | \$82,356                      | \$88,692                            |
| A2A3XX    | Criminal Investigator II  | A.018.EPS | \$80,844 | \$113,184 | \$88,932                            | \$97,020                      | \$105,102                     | \$113,184                           |
| D8B1TX    | Custodian I               | D.004.LTC | \$37,920 | \$53,100  | \$41,712                            | \$45,504                      | \$49,302                      | \$53,100                            |
| D8B2XX    | Custodian II              | D.005.LTC | \$39,816 | \$55,752  | \$43,800                            | \$47,784                      | \$51,768                      | \$55,752                            |
| D8B3XX    | Custodian III             | D.009.LTC | \$48,396 | \$67,764  | \$53,238                            | \$58,080                      | \$62,922                      | \$67,764                            |
| D8B4XX    | Custodian IV              | D.012.LTC | \$56,028 | \$78,444  | \$61,632                            | \$67,236                      | \$72,840                      | \$78,444                            |
| G2D1IX    | Data Entry Intern         | G.002.ASR | \$34,404 | \$48,156  | \$37,842                            | \$41,280                      | \$44,718                      | \$48,156                            |
| G2D2TX    | Data Entry Operator I     | G.005.ASR | \$39,816 | \$55,752  | \$43,800                            | \$47,784                      | \$51,768                      | \$55,752                            |



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|-----------|-------------------------|-----------|-----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| G2D3XX    | Data Entry Operator II  | G.006.ASR | \$41,808  | \$58,536  | \$45,990                            | \$50,172                      | \$54,354                      | \$58,536                            |
| H1D1XX    | Data Management I       | H.008.PS  | \$46,092  | \$73,752  | \$53,010                            | \$59,928                      | \$66,840                      | \$73,752                            |
| H1D2XX    | Data Management II      | H.009.PS  | \$48,396  | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H1D3XX    | Data Management III     | H.013.PS  | \$58,836  | \$94,140  | \$67,662                            | \$76,488                      | \$85,314                      | \$94,140                            |
| H1D4XX    | Data Management IV      | H.016.PS  | \$68,100  | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H1D5XX    | Data Management V       | H.021.PS  | \$86,916  | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H1D6XX    | Data Management VI      | H.024.PS  | \$100,620 | \$161,004 | \$115,716                           | \$130,812                     | \$145,908                     | \$161,004                           |
| G2D4XX    | Data Specialist         | G.005.ASR | \$39,816  | \$55,752  | \$43,800                            | \$47,784                      | \$51,768                      | \$55,752                            |
| G2D5XX    | Data Supervisor         | G.008.ASR | \$46,092  | \$64,536  | \$50,706                            | \$55,320                      | \$59,928                      | \$64,536                            |
| C6Q1XX    | Dental Care I           | C.004.HCS | \$37,824  | \$52,956  | \$41,610                            | \$45,396                      | \$49,176                      | \$52,956                            |
| C6Q2XX    | Dental Care II          | C.006.HCS | \$41,700  | \$58,392  | \$45,876                            | \$50,052                      | \$54,222                      | \$58,392                            |
| C6Q3XX    | Dental Care III         | C.008.HCS | \$45,972  | \$64,368  | \$50,574                            | \$55,176                      | \$59,772                      | \$64,368                            |
| C6Q4XX    | Dental Care IV          | C.014.HCS | \$61,608  | \$86,268  | \$67,776                            | \$73,944                      | \$80,106                      | \$86,268                            |
| C6Q5XX    | Dental Care V           | C.016.HCS | \$67,932  | \$95,100  | \$74,724                            | \$81,516                      | \$88,308                      | \$95,100                            |
| I2A1XX    | Designer/Planner        | I.010.PSE | \$65,700  | \$97,044  | \$72,270                            | \$78,840                      | \$87,942                      | \$97,044                            |
| C8A1XX    | Diag Proced Technol I   | C.008.HCS | \$45,972  | \$64,368  | \$50,574                            | \$55,176                      | \$59,772                      | \$64,368                            |
| C8A2XX    | Diag Proced Technol II  | C.012.HCS | \$55,884  | \$78,240  | \$61,476                            | \$67,068                      | \$72,654                      | \$78,240                            |
| C8A3XX    | Diag Proced Technol III | C.017.HCS | \$71,328  | \$99,864  | \$78,462                            | \$85,596                      | \$92,730                      | \$99,864                            |
| C8A4XX    | Diag Proced Technol IV  | C.019.HCS | \$78,636  | \$110,100 | \$86,502                            | \$94,368                      | \$102,234                     | \$110,100                           |
| C8B1IX    | Dietitian I             | C.015.HCS | \$64,692  | \$90,576  | \$71,166                            | \$77,640                      | \$84,108                      | \$90,576                            |
| C8B2TX    | Dietitian II            | C.016.HCS | \$67,932  | \$95,100  | \$74,724                            | \$81,516                      | \$88,308                      | \$95,100                            |
| D8C1XX    | Dining Services I       | D.004.LTC | \$37,920  | \$53,100  | \$41,712                            | \$45,504                      | \$49,302                      | \$53,100                            |
| D8C2XX    | Dining Services II      | D.005.LTC | \$39,816  | \$55,752  | \$43,800                            | \$47,784                      | \$51,768                      | \$55,752                            |
| D8C3XX    | Dining Services III     | D.006.LTC | \$41,808  | \$58,536  | \$45,990                            | \$50,172                      | \$54,354                      | \$58,536                            |
| D8C4XX    | Dining Services IV      | D.007.LTC | \$43,896  | \$61,464  | \$48,288                            | \$52,680                      | \$57,072                      | \$61,464                            |
| D8C5XX    | Dining Services V       | D.010.LTC | \$50,820  | \$71,148  | \$55,902                            | \$60,984                      | \$66,066                      | \$71,148                            |
| H7C2XX    | Early Childhood Educ I  | H.001.PS  | \$32,760  | \$52,416  | \$37,674                            | \$42,588                      | \$47,502                      | \$52,416                            |
| H7C3XX    | Early Childhood Educ II | H.002.PS  | \$34,392  | \$55,044  | \$39,552                            | \$44,712                      | \$49,878                      | \$55,044                            |
| D6A1XX    | Electrical Trades I     | D.009.LTC | \$48,396  | \$67,764  | \$53,238                            | \$58,080                      | \$62,922                      | \$67,764                            |
| D6A2XX    | Electrical Trades II    | D.013.LTC | \$58,836  | \$82,368  | \$64,716                            | \$70,596                      | \$76,482                      | \$82,368                            |



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| Job Class | Job Title                | Grade     | Min       | Max       | Quartile 1 Max<br>(Class Min - 25%) | Quartile 2 Max<br>(25% - 50%) | Quartile 3 Max<br>(50% - 75%) | Quartile 4 Max<br>(75% - Class Max) |
|-----------|--------------------------|-----------|-----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| D6A3XX    | Electrical Trades III    | D.016.LTC | \$68,100  | \$95,352  | \$74,916                            | \$81,732                      | \$88,542                      | \$95,352                            |
| I2B1XX    | Electronic Engineer I    | I.013.PSE | \$76,056  | \$112,344 | \$83,658                            | \$91,260                      | \$101,802                     | \$112,344                           |
| I2B2XX    | Electronic Engineer II   | I.016.PSE | \$88,044  | \$130,056 | \$96,846                            | \$105,648                     | \$117,852                     | \$130,056                           |
| I2B3XX    | Electronic Engineer III  | I.019.PSE | \$101,916 | \$150,552 | \$112,110                           | \$122,304                     | \$136,428                     | \$150,552                           |
| I5E2TX    | Electronics Spec I       | I.004.PSE | \$49,032  | \$72,420  | \$53,934                            | \$58,836                      | \$65,628                      | \$72,420                            |
| I5E3XX    | Electronics Spec II      | I.008.PSE | \$59,592  | \$88,032  | \$65,550                            | \$71,508                      | \$79,770                      | \$88,032                            |
| I5E4XX    | Electronics Spec III     | I.011.PSE | \$68,988  | \$101,904 | \$75,882                            | \$82,776                      | \$92,340                      | \$101,904                           |
| I5E1IX    | Electronics Spec Intern  | I.001.PSE | \$42,348  | \$62,556  | \$46,584                            | \$50,820                      | \$56,688                      | \$62,556                            |
| I5E5XX    | Electronics Spec IV      | I.014.PSE | \$79,860  | \$117,960 | \$87,846                            | \$95,832                      | \$106,896                     | \$117,960                           |
| I2C1I*    | Engineer-in-Training I   | I.010.PSE | \$65,700  | \$97,044  | \$72,270                            | \$78,840                      | \$87,942                      | \$97,044                            |
| I2C2T*    | Engineer-in-Training II  | I.011.PSE | \$68,988  | \$101,904 | \$75,882                            | \$82,776                      | \$92,340                      | \$101,904                           |
| I2C3**    | Engineer-in-Training III | I.013.PSE | \$76,056  | \$112,344 | \$83,658                            | \$91,260                      | \$101,802                     | \$112,344                           |
| D9B1IX    | Engr/Phys Sci Asst I     | D.002.LTC | \$34,392  | \$48,156  | \$37,836                            | \$41,280                      | \$44,718                      | \$48,156                            |
| D9B2TX    | Engr/Phys Sci Asst II    | D.004.LTC | \$37,920  | \$53,100  | \$41,712                            | \$45,504                      | \$49,302                      | \$53,100                            |
| D9B3XX    | Engr/Phys Sci Asst III   | D.008.LTC | \$46,092  | \$64,536  | \$50,706                            | \$55,320                      | \$59,928                      | \$64,536                            |
| I5D1**    | Engr/Phys Sci Tech I     | I.008.PSE | \$59,592  | \$88,032  | \$65,550                            | \$71,508                      | \$79,770                      | \$88,032                            |
| I5D2**    | Engr/Phys Sci Tech II    | I.009.PSE | \$62,568  | \$92,424  | \$68,826                            | \$75,084                      | \$83,754                      | \$92,424                            |
| I5D3**    | Engr/Phys Sci Tech III   | I.010.PSE | \$65,700  | \$97,044  | \$72,270                            | \$78,840                      | \$87,942                      | \$97,044                            |
| I3A1I*    | Environ Protect Intern   | I.007.PSE | \$56,760  | \$83,832  | \$62,430                            | \$68,100                      | \$75,966                      | \$83,832                            |
| I3A2T*    | Environ Protect Spec I   | I.009.PSE | \$62,568  | \$92,424  | \$68,826                            | \$75,084                      | \$83,754                      | \$92,424                            |
| I3A3**    | Environ Protect Spec II  | I.012.PSE | \$72,432  | \$106,992 | \$79,674                            | \$86,916                      | \$96,954                      | \$106,992                           |
| I3A4**    | Environ Protect Spec III | I.015.PSE | \$83,856  | \$123,864 | \$92,238                            | \$100,620                     | \$112,242                     | \$123,864                           |
| I3A5**    | Environ Protect Spec IV  | I.018.PSE | \$97,068  | \$143,388 | \$106,776                           | \$116,484                     | \$129,936                     | \$143,388                           |
| I3A6**    | Environ Protect Spec V   | I.020.PSE | \$107,016 | \$158,088 | \$117,720                           | \$128,424                     | \$143,256                     | \$158,088                           |
| D7A1XX    | Equipment Mechanic I     | D.008.LTC | \$46,092  | \$64,536  | \$50,706                            | \$55,320                      | \$59,928                      | \$64,536                            |
| D7A2XX    | Equipment Mechanic II    | D.009.LTC | \$48,396  | \$67,764  | \$53,238                            | \$58,080                      | \$62,922                      | \$67,764                            |
| D7A3XX    | Equipment Mechanic III   | D.012.LTC | \$56,028  | \$78,444  | \$61,632                            | \$67,236                      | \$72,840                      | \$78,444                            |
| D7A4XX    | Equipment Mechanic IV    | D.013.LTC | \$58,836  | \$82,368  | \$64,716                            | \$70,596                      | \$76,482                      | \$82,368                            |
| D7B1XX    | Equipment Operator I     | D.003.LTC | \$36,120  | \$50,568  | \$39,732                            | \$43,344                      | \$46,956                      | \$50,568                            |
| D7B2XX    | Equipment Operator II    | D.007.LTC | \$43,896  | \$61,464  | \$48,288                            | \$52,680                      | \$57,072                      | \$61,464                            |



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|-----------|-------------------------|-----------|----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| D7B3XX    | Equipment Operator III  | D.011.LTC | \$53,364 | \$74,712  | \$58,698                            | \$64,032                      | \$69,372                      | \$74,712                            |
| D7B4XX    | Equipment Operator IV   | D.012.LTC | \$56,028 | \$78,444  | \$61,632                            | \$67,236                      | \$72,840                      | \$78,444                            |
| H6M1XX    | Food Serv Mgr I         | H.009.PS  | \$48,396 | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H6M2XX    | Food Serv Mgr II        | H.012.PS  | \$56,028 | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H6M3XX    | Food Serv Mgr III       | H.016.PS  | \$68,100 | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H6M4XX    | Food Serv Mgr IV        | H.019.PS  | \$78,840 | \$126,144 | \$90,666                            | \$102,492                     | \$114,318                     | \$126,144                           |
| D8D1XX    | General Labor I         | D.004.LTC | \$37,920 | \$53,100  | \$41,712                            | \$45,504                      | \$49,302                      | \$53,100                            |
| D8D2XX    | General Labor II        | D.005.LTC | \$39,816 | \$55,752  | \$43,800                            | \$47,784                      | \$51,768                      | \$55,752                            |
| D8D3XX    | General Labor III       | D.006.LTC | \$41,808 | \$58,536  | \$45,990                            | \$50,172                      | \$54,354                      | \$58,536                            |
| H1I1XX    | Grants Specialist I     | H.008.PS  | \$46,092 | \$73,752  | \$53,010                            | \$59,928                      | \$66,840                      | \$73,752                            |
| H1I2XX    | Grants Specialist II    | H.009.PS  | \$48,396 | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H1I3XX    | Grants Specialist III   | H.012.PS  | \$56,028 | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H1I4XX    | Grants Specialist IV    | H.016.PS  | \$68,100 | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H1I5XX    | Grants Specialist V     | H.021.PS  | \$86,916 | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H1I6XX    | Grants Specialist VI    | H.022.PS  | \$91,272 | \$146,040 | \$104,958                           | \$118,644                     | \$132,342                     | \$146,040                           |
| D8E1XX    | Grounds & Nursery I     | D.006.LTC | \$41,808 | \$58,536  | \$45,990                            | \$50,172                      | \$54,354                      | \$58,536                            |
| D8E2XX    | Grounds & Nursery II    | D.007.LTC | \$43,896 | \$61,464  | \$48,288                            | \$52,680                      | \$57,072                      | \$61,464                            |
| D8E3XX    | Grounds & Nursery III   | D.012.LTC | \$56,028 | \$78,444  | \$61,632                            | \$67,236                      | \$72,840                      | \$78,444                            |
| C7D1IX    | HCS Trainee I           | C.003.HCS | \$36,024 | \$50,436  | \$39,630                            | \$43,236                      | \$46,836                      | \$50,436                            |
| C7D2IX    | HCS Trainee II          | C.004.HCS | \$37,824 | \$52,956  | \$41,610                            | \$45,396                      | \$49,176                      | \$52,956                            |
| C7D3IX    | HCS Trainee III         | C.005.HCS | \$39,720 | \$55,608  | \$43,692                            | \$47,664                      | \$51,636                      | \$55,608                            |
| C6R1XX    | Health Care Tech I      | C.005.HCS | \$39,720 | \$55,608  | \$43,692                            | \$47,664                      | \$51,636                      | \$55,608                            |
| C6R2XX    | Health Care Tech II     | C.006.HCS | \$41,700 | \$58,392  | \$45,876                            | \$50,052                      | \$54,222                      | \$58,392                            |
| C6R3XX    | Health Care Tech III    | C.007.HCS | \$43,788 | \$61,308  | \$48,168                            | \$52,548                      | \$56,928                      | \$61,308                            |
| C7C1IX    | Health Professional I   | C.009.HCS | \$48,276 | \$67,584  | \$53,106                            | \$57,936                      | \$62,760                      | \$67,584                            |
| C7C2TX    | Health Professional II  | C.012.HCS | \$55,884 | \$78,240  | \$61,476                            | \$67,068                      | \$72,654                      | \$78,240                            |
| C7C3XX    | Health Professional III | C.014.HCS | \$61,608 | \$86,268  | \$67,776                            | \$73,944                      | \$80,106                      | \$86,268                            |
| C7C4XX    | Health Professional IV  | C.016.HCS | \$67,932 | \$95,100  | \$74,724                            | \$81,516                      | \$88,308                      | \$95,100                            |
| C7C5XX    | Health Professional V   | C.018.HCS | \$74,892 | \$104,856 | \$82,386                            | \$89,880                      | \$97,368                      | \$104,856                           |
| C7C5XX    | Health Professional V   | C.018.HCS | \$74,892 | \$104,856 | \$82,386                            | \$89,880                      | \$97,368                      | \$104,856                           |



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|-----------|---------------------------|-----------|-----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| C7C6XX    | Health Professional VI    | C.022.HCS | \$91,032  | \$127,452 | \$100,140                           | \$109,248                     | \$118,350                     | \$127,452                           |
| H4G1XX    | Human Resources Spec I    | H.008.PS  | \$46,092  | \$73,752  | \$53,010                            | \$59,928                      | \$66,840                      | \$73,752                            |
| H4G2XX    | Human Resources Spec II   | H.009.PS  | \$48,396  | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H4G3XX    | Human Resources Spec III  | H.012.PS  | \$56,028  | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H4G4XX    | Human Resources Spec IV   | H.016.PS  | \$68,100  | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H4G5XX    | Human Resources Spec V    | H.021.PS  | \$86,916  | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H4G6XX    | Human Resources Spec VI   | H.022.PS  | \$91,272  | \$146,040 | \$104,958                           | \$118,644                     | \$132,342                     | \$146,040                           |
| H4G7XX    | Human Resources Spec VII  | H.024.PS  | \$100,620 | \$161,004 | \$115,716                           | \$130,812                     | \$145,908                     | \$161,004                           |
| D9C1XX    | Inspector I               | D.010.LTC | \$50,820  | \$71,148  | \$55,902                            | \$60,984                      | \$66,066                      | \$71,148                            |
| D9C2XX    | Inspector II              | D.013.LTC | \$58,836  | \$82,368  | \$64,716                            | \$70,596                      | \$76,482                      | \$82,368                            |
| D9C3XX    | Inspector III             | D.015.LTC | \$64,860  | \$90,804  | \$71,346                            | \$77,832                      | \$84,318                      | \$90,804                            |
| T1A4XX    | IT Manager                | T.004.IT  | \$103,188 | \$177,444 | \$121,758                           | \$140,328                     | \$158,886                     | \$177,444                           |
| T1A2XX    | IT Professional           | T.002.IT  | \$69,240  | \$119,064 | \$81,696                            | \$94,152                      | \$106,608                     | \$119,064                           |
| T1A3XX    | IT Supervisor             | T.003.IT  | \$91,020  | \$156,528 | \$107,400                           | \$123,780                     | \$140,154                     | \$156,528                           |
| T1A1XX    | IT Technician             | T.001.IT  | \$46,608  | \$80,148  | \$54,996                            | \$63,384                      | \$71,766                      | \$80,148                            |
| I9A1XX    | Laboratory Coord I        | I.004.PSE | \$49,032  | \$72,420  | \$53,934                            | \$58,836                      | \$65,628                      | \$72,420                            |
| I9A2XX    | Laboratory Coord II       | I.009.PSE | \$62,568  | \$92,424  | \$68,826                            | \$75,084                      | \$83,754                      | \$92,424                            |
| I9A3XX    | Laboratory Coord III      | I.011.PSE | \$68,988  | \$101,904 | \$75,882                            | \$82,776                      | \$92,340                      | \$101,904                           |
| C8C1XX    | Laboratory Support I      | C.002.HCS | \$34,308  | \$48,036  | \$37,740                            | \$41,172                      | \$44,604                      | \$48,036                            |
| C8C2XX    | Laboratory Support II     | C.003.HCS | \$36,024  | \$50,436  | \$39,630                            | \$43,236                      | \$46,836                      | \$50,436                            |
| C8C3XX    | Laboratory Support III    | C.006.HCS | \$41,700  | \$58,392  | \$45,876                            | \$50,052                      | \$54,222                      | \$58,392                            |
| C8D1XX    | Laboratory Technology I   | C.009.HCS | \$48,276  | \$67,584  | \$53,106                            | \$57,936                      | \$62,760                      | \$67,584                            |
| C8D2XX    | Laboratory Technology II  | C.010.HCS | \$50,688  | \$70,968  | \$55,758                            | \$60,828                      | \$65,898                      | \$70,968                            |
| C8D3XX    | Laboratory Technology III | C.015.HCS | \$64,692  | \$90,576  | \$71,166                            | \$77,640                      | \$84,108                      | \$90,576                            |
| C8D4XX    | Laboratory Technology IV  | C.018.HCS | \$74,892  | \$104,856 | \$82,386                            | \$89,880                      | \$97,368                      | \$104,856                           |
| I2D3XX    | Landscape Architect I     | I.011.PSE | \$68,988  | \$101,904 | \$75,882                            | \$82,776                      | \$92,340                      | \$101,904                           |
| I2D4XX    | Landscape Architect II    | I.014.PSE | \$79,860  | \$117,960 | \$87,846                            | \$95,832                      | \$106,896                     | \$117,960                           |
| I2D1IX    | Landscape Int             | I.007.PSE | \$56,760  | \$83,832  | \$62,430                            | \$68,100                      | \$75,966                      | \$83,832                            |
| I2D2TX    | Landscape Specialist      | I.008.PSE | \$59,592  | \$88,032  | \$65,550                            | \$71,508                      | \$79,770                      | \$88,032                            |
| H5E1XX    | Legal Assistant I         | H.012.PS  | \$56,028  | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |



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|-----------|---------------------------|-----------|----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| H5E2XX    | Legal Assistant II        | H.016.PS  | \$68,100 | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H1Q1XX    | Liaison I                 | H.008.PS  | \$46,092 | \$73,752  | \$53,010                            | \$59,928                      | \$66,840                      | \$73,752                            |
| H1Q2XX    | Liaison II                | H.009.PS  | \$48,396 | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H1Q3XX    | Liaison III               | H.012.PS  | \$56,028 | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H1Q4XX    | Liaison IV                | H.016.PS  | \$68,100 | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H1Q5XX    | Liaison V                 | H.021.PS  | \$86,916 | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H1Q6XX    | Liaison VI                | H.022.PS  | \$91,272 | \$146,040 | \$104,958                           | \$118,644                     | \$132,342                     | \$146,040                           |
| H3G1XX    | Librarian I               | H.009.PS  | \$48,396 | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H3G2XX    | Librarian II              | H.012.PS  | \$56,028 | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H3G3XX    | Librarian III             | H.016.PS  | \$68,100 | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| G3C1XX    | Library Technician I      | G.003.ASR | \$36,120 | \$50,568  | \$39,732                            | \$43,344                      | \$46,956                      | \$50,568                            |
| G3C2XX    | Library Technician II     | G.004.ASR | \$37,920 | \$53,100  | \$41,712                            | \$45,504                      | \$49,302                      | \$53,100                            |
| G3C3XX    | Library Technician III    | G.006.ASR | \$41,808 | \$58,536  | \$45,990                            | \$50,172                      | \$54,354                      | \$58,536                            |
| D9D1XX    | LTC Operations I          | D.016.LTC | \$68,100 | \$95,352  | \$74,916                            | \$81,732                      | \$88,542                      | \$95,352                            |
| D9D2XX    | LTC Operations II         | D.021.LTC | \$86,916 | \$121,692 | \$95,610                            | \$104,304                     | \$112,998                     | \$121,692                           |
| D8F1IX    | LTC Trainee I             | D.001.LTC | \$32,760 | \$45,864  | \$36,036                            | \$39,312                      | \$42,588                      | \$45,864                            |
| D8F2IX    | LTC Trainee II            | D.002.LTC | \$34,392 | \$48,156  | \$37,836                            | \$41,280                      | \$44,718                      | \$48,156                            |
| D8F3IX    | LTC Trainee III           | D.003.LTC | \$36,120 | \$50,568  | \$39,732                            | \$43,344                      | \$46,956                      | \$50,568                            |
| D8F4IX    | LTC Trainee IV            | D.004.LTC | \$37,920 | \$53,100  | \$41,712                            | \$45,504                      | \$49,302                      | \$53,100                            |
| D8F5IX    | LTC Trainee V             | D.005.LTC | \$39,816 | \$55,752  | \$43,800                            | \$47,784                      | \$51,768                      | \$55,752                            |
| D8F7IX    | LTC Trainee VII           | D.007.LTC | \$43,896 | \$61,464  | \$48,288                            | \$52,680                      | \$57,072                      | \$61,464                            |
| D6B1XX    | Machining Trades I        | D.009.LTC | \$48,396 | \$67,764  | \$53,238                            | \$58,080                      | \$62,922                      | \$67,764                            |
| D6B2XX    | Machining Trades II       | D.010.LTC | \$50,820 | \$71,148  | \$55,902                            | \$60,984                      | \$66,066                      | \$71,148                            |
| D6B3XX    | Machining Trades III      | D.012.LTC | \$56,028 | \$78,444  | \$61,632                            | \$67,236                      | \$72,840                      | \$78,444                            |
| D6B4XX    | Machining Trades IV       | D.015.LTC | \$64,860 | \$90,804  | \$71,346                            | \$77,832                      | \$84,318                      | \$90,804                            |
| H4K1XX    | Marketing and Com Spc I   | H.008.PS  | \$46,092 | \$73,752  | \$53,010                            | \$59,928                      | \$66,840                      | \$73,752                            |
| H4K2XX    | Marketing and Com Spc II  | H.009.PS  | \$48,396 | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H4K3XX    | Marketing and Com Spc III | H.012.PS  | \$56,028 | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H4K4XX    | Marketing and Com Spc IV  | H.016.PS  | \$68,100 | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H4K5XX    | Marketing and Com Spc V   | H.021.PS  | \$86,916 | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |



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|-----------|---------------------------|-----------|-----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| H4K6XX    | Marketing and Com Spc VI  | H.022.PS  | \$91,272  | \$146,040 | \$104,958                           | \$118,644                     | \$132,342                     | \$146,040                           |
| D8G1XX    | Materials Handler I       | D.005.LTC | \$39,816  | \$55,752  | \$43,800                            | \$47,784                      | \$51,768                      | \$55,752                            |
| D8G2XX    | Materials Handler II      | D.007.LTC | \$43,896  | \$61,464  | \$48,288                            | \$52,680                      | \$57,072                      | \$61,464                            |
| D8G3XX    | Materials Handler III     | D.010.LTC | \$50,820  | \$71,148  | \$55,902                            | \$60,984                      | \$66,066                      | \$71,148                            |
| D8G4XX    | Materials Supervisor      | D.012.LTC | \$56,028  | \$78,444  | \$61,632                            | \$67,236                      | \$72,840                      | \$78,444                            |
| H3I2TX    | Media Specialist I        | H.003.PS  | \$36,120  | \$57,792  | \$41,538                            | \$46,956                      | \$52,374                      | \$57,792                            |
| H3I3XX    | Media Specialist II       | H.004.PS  | \$37,920  | \$60,684  | \$43,608                            | \$49,296                      | \$54,990                      | \$60,684                            |
| H3I4XX    | Media Specialist III      | H.009.PS  | \$48,396  | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H3I1IX    | Media Specialist Intern   | H.001.PS  | \$32,760  | \$52,416  | \$37,674                            | \$42,588                      | \$47,502                      | \$52,416                            |
| H3I5XX    | Media Specialist IV       | H.012.PS  | \$56,028  | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H3I6XX    | Media Specialist V        | H.013.PS  | \$58,836  | \$94,140  | \$67,662                            | \$76,488                      | \$85,314                      | \$94,140                            |
| G3D1XX    | Medical Records Tech I    | G.003.ASR | \$36,120  | \$50,568  | \$39,732                            | \$43,344                      | \$46,956                      | \$50,568                            |
| G3D2XX    | Medical Records Tech II   | G.010.ASR | \$50,820  | \$71,148  | \$55,902                            | \$60,984                      | \$66,066                      | \$71,148                            |
| G3D3XX    | Medical Records Tech III  | G.012.ASR | \$56,028  | \$78,444  | \$61,632                            | \$67,236                      | \$72,840                      | \$78,444                            |
| C6S4XX    | Mid-level Provider        | C.024.HCS | \$100,368 | \$140,508 | \$110,406                           | \$120,444                     | \$130,476                     | \$140,508                           |
| C6S1XX    | Nurse I                   | C.021.HCS | \$86,700  | \$121,380 | \$95,370                            | \$104,040                     | \$112,710                     | \$121,380                           |
| C6S2XX    | Nurse II                  | C.022.HCS | \$91,032  | \$127,452 | \$100,140                           | \$109,248                     | \$118,350                     | \$127,452                           |
| C6S3XX    | Nurse III                 | C.023.HCS | \$95,580  | \$133,824 | \$105,144                           | \$114,708                     | \$124,266                     | \$133,824                           |
| C6S5XX    | Nurse V                   | C.025.HCS | \$105,384 | \$147,540 | \$115,926                           | \$126,468                     | \$137,004                     | \$147,540                           |
| C6S6XX    | Nurse VI                  | C.026.HCS | \$110,652 | \$154,920 | \$121,722                           | \$132,792                     | \$143,856                     | \$154,920                           |
| G3A5XX    | Office Manager I          | G.011.ASR | \$53,364  | \$74,712  | \$58,698                            | \$64,032                      | \$69,372                      | \$74,712                            |
| G3A6XX    | Office Manager II         | G.013.ASR | \$58,836  | \$82,368  | \$64,716                            | \$70,596                      | \$76,482                      | \$82,368                            |
| C8E1XX    | Pharmacy I                | C.024.HCS | \$100,368 | \$140,508 | \$110,406                           | \$120,444                     | \$130,476                     | \$140,508                           |
| C8E2XX    | Pharmacy II               | C.027.HCS | \$116,184 | \$162,660 | \$127,806                           | \$139,428                     | \$151,044                     | \$162,660                           |
| C8E3XX    | Pharmacy III              | C.030.HCS | \$134,496 | \$188,304 | \$147,948                           | \$161,400                     | \$174,852                     | \$188,304                           |
| C8F1XX    | Pharmacy Technician I     | C.004.HCS | \$37,824  | \$52,956  | \$41,610                            | \$45,396                      | \$49,176                      | \$52,956                            |
| C8F2XX    | Pharmacy Technician II    | C.005.HCS | \$39,720  | \$55,608  | \$43,692                            | \$47,664                      | \$51,636                      | \$55,608                            |
| I3B2T*    | Phy Sci Res/Scientist I   | I.010.PSE | \$65,700  | \$97,044  | \$72,270                            | \$78,840                      | \$87,942                      | \$97,044                            |
| I3B3**    | Phy Sci Res/Scientist II  | I.012.PSE | \$72,432  | \$106,992 | \$79,674                            | \$86,916                      | \$96,954                      | \$106,992                           |
| I3B4**    | Phy Sci Res/Scientist III | I.015.PSE | \$83,856  | \$123,864 | \$92,238                            | \$100,620                     | \$112,242                     | \$123,864                           |



| Job Class | Job Title                 | Grade     | Min       | Max       | Quartile 1 Max<br>(Class Min - 25%) | Quartile 2 Max<br>(25% - 50%) | Quartile 3 Max<br>(50% - 75%) | Quartile 4 Max<br>(75% - Class Max) |
|-----------|---------------------------|-----------|-----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| I3B1*     | Phy Sci Res/Scientist Int | I.007.PSE | \$56,760  | \$83,832  | \$62,430                            | \$68,100                      | \$75,966                      | \$83,832                            |
| I3B5**    | Phy Sci Res/Scientist IV  | I.017.PSE | \$92,448  | \$136,560 | \$101,694                           | \$110,940                     | \$123,750                     | \$136,560                           |
| I3B6**    | Phy Sci Res/Scientist V   | I.020.PSE | \$107,016 | \$158,088 | \$117,720                           | \$128,424                     | \$143,256                     | \$158,088                           |
| D6C1XX    | Pipe/Mech Trades I        | D.009.LTC | \$48,396  | \$67,764  | \$53,238                            | \$58,080                      | \$62,922                      | \$67,764                            |
| D6C2XX    | Pipe/Mech Trades II       | D.012.LTC | \$56,028  | \$78,444  | \$61,632                            | \$67,236                      | \$72,840                      | \$78,444                            |
| D6C3XX    | Pipe/Mech Trades III      | D.015.LTC | \$64,860  | \$90,804  | \$71,346                            | \$77,832                      | \$84,318                      | \$90,804                            |
| H1J1XX    | Planning Specialist I     | H.007.PS  | \$43,896  | \$70,248  | \$50,484                            | \$57,072                      | \$63,660                      | \$70,248                            |
| H1J2XX    | Planning Specialist II    | H.009.PS  | \$48,396  | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H1J3XX    | Planning Specialist III   | H.012.PS  | \$56,028  | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H1J4XX    | Planning Specialist IV    | H.016.PS  | \$68,100  | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H1J5XX    | Planning Specialist V     | H.021.PS  | \$86,916  | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H1J6XX    | Planning Specialist VI    | H.022.PS  | \$91,272  | \$146,040 | \$104,958                           | \$118,644                     | \$132,342                     | \$146,040                           |
| A4B5XX    | Police Administrator I    | A.019.EPS | \$84,888  | \$118,848 | \$93,378                            | \$101,868                     | \$110,358                     | \$118,848                           |
| A4B6XX    | Police Administrator II   | A.022.EPS | \$98,268  | \$137,580 | \$108,102                           | \$117,936                     | \$127,758                     | \$137,580                           |
| G1A3XX    | Police Communication Supv | G.015.ASR | \$64,860  | \$90,804  | \$71,346                            | \$77,832                      | \$84,318                      | \$90,804                            |
| G1A2TX    | Police Communication Tech | G.012.ASR | \$56,028  | \$78,444  | \$61,632                            | \$67,236                      | \$72,840                      | \$78,444                            |
| A4B2TX    | Police Officer I          | A.012.EPS | \$60,336  | \$84,468  | \$66,366                            | \$72,396                      | \$78,432                      | \$84,468                            |
| A4B3XX    | Police Officer II         | A.015.EPS | \$69,840  | \$97,776  | \$76,824                            | \$83,808                      | \$90,792                      | \$97,776                            |
| A4B4XX    | Police Officer III        | A.018.EPS | \$80,844  | \$113,184 | \$88,932                            | \$97,020                      | \$105,102                     | \$113,184                           |
| A4B1IX    | Police Officer Intern     | A.009.EPS | \$52,116  | \$72,960  | \$57,330                            | \$62,544                      | \$67,752                      | \$72,960                            |
| D7C1XX    | Production I              | D.001.LTC | \$32,760  | \$45,864  | \$36,036                            | \$39,312                      | \$42,588                      | \$45,864                            |
| D7C2XX    | Production II             | D.003.LTC | \$36,120  | \$50,568  | \$39,732                            | \$43,344                      | \$46,956                      | \$50,568                            |
| D7C3XX    | Production III            | D.004.LTC | \$37,920  | \$53,100  | \$41,712                            | \$45,504                      | \$49,302                      | \$53,100                            |
| D7C4XX    | Production IV             | D.007.LTC | \$43,896  | \$61,464  | \$48,288                            | \$52,680                      | \$57,072                      | \$61,464                            |
| D7C5XX    | Production V              | D.012.LTC | \$56,028  | \$78,444  | \$61,632                            | \$67,236                      | \$72,840                      | \$78,444                            |
| I2C4**    | Professional Engineer I   | I.016.PSE | \$88,044  | \$130,056 | \$96,846                            | \$105,648                     | \$117,852                     | \$130,056                           |
| I2C5**    | Professional Engineer II  | I.019.PSE | \$101,916 | \$150,552 | \$112,110                           | \$122,304                     | \$136,428                     | \$150,552                           |
| I2C6**    | Professional Engineer III | I.021.PSE | \$112,368 | \$165,984 | \$123,606                           | \$134,844                     | \$150,414                     | \$165,984                           |
| I2C7**    | Professional Engineer IV  | I.023.PSE | \$123,888 | \$183,000 | \$136,278                           | \$148,668                     | \$165,834                     | \$183,000                           |
| H4R1XX    | Program Assistant I       | H.010.PS  | \$50,820  | \$81,312  | \$58,446                            | \$66,072                      | \$73,692                      | \$81,312                            |



| Job Class | Job Title                | Grade     | Min       | Max       | Quartile 1 Max<br>(Class Min - 25%) | Quartile 2 Max<br>(25% - 50%) | Quartile 3 Max<br>(50% - 75%) | Quartile 4 Max<br>(75% - Class Max) |
|-----------|--------------------------|-----------|-----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| H4R2XX    | Program Assistant II     | H.012.PS  | \$56,028  | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H1A1XX    | Program Coordinator      | H.012.PS  | \$56,028  | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H1A2XX    | Program Management I     | H.021.PS  | \$86,916  | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H1A3XX    | Program Management II    | H.022.PS  | \$91,272  | \$146,040 | \$104,958                           | \$118,644                     | \$132,342                     | \$146,040                           |
| H1A4XX    | Program Management III   | H.024.PS  | \$100,620 | \$161,004 | \$115,716                           | \$130,812                     | \$145,908                     | \$161,004                           |
| H1K1XX    | Project Coordinator      | H.012.PS  | \$56,028  | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H1K2XX    | Project Manager I        | H.016.PS  | \$68,100  | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H1K3XX    | Project Manager II       | H.021.PS  | \$86,916  | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H1K4XX    | Project Manager III      | H.022.PS  | \$91,272  | \$146,040 | \$104,958                           | \$118,644                     | \$132,342                     | \$146,040                           |
| D9E1XX    | Project Planner I        | D.015.LTC | \$64,860  | \$90,804  | \$71,346                            | \$77,832                      | \$84,318                      | \$90,804                            |
| D9E2XX    | Project Planner II       | D.018.LTC | \$75,084  | \$105,120 | \$82,596                            | \$90,108                      | \$97,614                      | \$105,120                           |
| H1L1XX    | Purchasing Agent I       | H.007.PS  | \$43,896  | \$70,248  | \$50,484                            | \$57,072                      | \$63,660                      | \$70,248                            |
| H1L2XX    | Purchasing Agent II      | H.009.PS  | \$48,396  | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H1L3XX    | Purchasing Agent III     | H.012.PS  | \$56,028  | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H1L4XX    | Purchasing Agent IV      | H.016.PS  | \$68,100  | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H1L5XX    | Purchasing Agent V       | H.021.PS  | \$86,916  | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H1L6XX    | Purchasing Agent VI      | H.022.PS  | \$91,272  | \$146,040 | \$104,958                           | \$118,644                     | \$132,342                     | \$146,040                           |
| H1L7XX    | Purchasing Agent VII     | H.024.PS  | \$100,620 | \$161,004 | \$115,716                           | \$130,812                     | \$145,908                     | \$161,004                           |
| H1M1XX    | Real Estate Spec I       | H.007.PS  | \$43,896  | \$70,248  | \$50,484                            | \$57,072                      | \$63,660                      | \$70,248                            |
| H1M2XX    | Real Estate Spec II      | H.009.PS  | \$48,396  | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H1M3XX    | Real Estate Spec III     | H.012.PS  | \$56,028  | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H1M4XX    | Real Estate Spec IV      | H.016.PS  | \$68,100  | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H1M5XX    | Real Estate Spec V       | H.021.PS  | \$86,916  | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| H1M6XX    | Real Estate Spec VI      | H.022.PS  | \$91,272  | \$146,040 | \$104,958                           | \$118,644                     | \$132,342                     | \$146,040                           |
| H6Q1XX    | Records Administrator I  | H.013.PS  | \$58,836  | \$94,140  | \$67,662                            | \$76,488                      | \$85,314                      | \$94,140                            |
| H6Q2XX    | Records Administrator II | H.016.PS  | \$68,100  | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| G3F1XX    | Sales Assistant I        | G.001.ASR | \$32,760  | \$45,864  | \$36,036                            | \$39,312                      | \$42,588                      | \$45,864                            |
| G3F2XX    | Sales Assistant II       | G.002.ASR | \$34,404  | \$48,156  | \$37,842                            | \$41,280                      | \$44,718                      | \$48,156                            |
| G3F3XX    | Sales Assistant III      | G.004.ASR | \$37,920  | \$53,100  | \$41,712                            | \$45,504                      | \$49,302                      | \$53,100                            |
| H6S1XX    | Sales Manager I          | H.007.PS  | \$43,896  | \$70,248  | \$50,484                            | \$57,072                      | \$63,660                      | \$70,248                            |



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| Job Class | Job Title                 | Grade     | Min      | Max       | Quartile 1 Max<br>(Class Min - 25%) | Quartile 2 Max<br>(25% - 50%) | Quartile 3 Max<br>(50% - 75%) | Quartile 4 Max<br>(75% - Class Max) |
|-----------|---------------------------|-----------|----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| H6S2XX    | Sales Manager II          | H.009.PS  | \$48,396 | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H6S3XX    | Sales Manager III         | H.012.PS  | \$56,028 | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| D9F1XX    | Scheduler                 | D.006.LTC | \$41,808 | \$58,536  | \$45,990                            | \$50,172                      | \$54,354                      | \$58,536                            |
| D8H1XX    | Security I                | D.002.LTC | \$34,392 | \$48,156  | \$37,836                            | \$41,280                      | \$44,718                      | \$48,156                            |
| D8H2XX    | Security II               | D.005.LTC | \$39,816 | \$55,752  | \$43,800                            | \$47,784                      | \$51,768                      | \$55,752                            |
| G1B2XX    | Service Dispatcher        | G.004.ASR | \$37,920 | \$53,100  | \$41,712                            | \$45,504                      | \$49,302                      | \$53,100                            |
| H4S1IX    | State Serv Prof Train I   | H.004.PS  | \$37,920 | \$60,684  | \$43,608                            | \$49,296                      | \$54,990                      | \$60,684                            |
| H4S2IX    | State Serv Prof Train II  | H.006.PS  | \$41,808 | \$66,900  | \$48,084                            | \$54,360                      | \$60,630                      | \$66,900                            |
| G3J1IX    | State Service Trainee I   | G.001.ASR | \$32,760 | \$45,864  | \$36,036                            | \$39,312                      | \$42,588                      | \$45,864                            |
| G3J2IX    | State Service Trainee II  | G.002.ASR | \$34,404 | \$48,156  | \$37,842                            | \$41,280                      | \$44,718                      | \$48,156                            |
| G3J3IX    | State Service Trainee III | G.003.ASR | \$36,120 | \$50,568  | \$39,732                            | \$43,344                      | \$46,956                      | \$50,568                            |
| G3J4IX    | State Service Trainee IV  | G.004.ASR | \$37,920 | \$53,100  | \$41,712                            | \$45,504                      | \$49,302                      | \$53,100                            |
| G3J5IX    | State Service Trainee V   | G.005.ASR | \$39,816 | \$55,752  | \$43,800                            | \$47,784                      | \$51,768                      | \$55,752                            |
| I1B1XX    | Statistical Analyst I     | I.008.PSE | \$59,592 | \$88,032  | \$65,550                            | \$71,508                      | \$79,770                      | \$88,032                            |
| I1B2XX    | Statistical Analyst II    | I.010.PSE | \$65,700 | \$97,044  | \$72,270                            | \$78,840                      | \$87,942                      | \$97,044                            |
| I1B3XX    | Statistical Analyst III   | I.013.PSE | \$76,056 | \$112,344 | \$83,658                            | \$91,260                      | \$101,802                     | \$112,344                           |
| I1B4XX    | Statistical Analyst IV    | I.015.PSE | \$83,856 | \$123,864 | \$92,238                            | \$100,620                     | \$112,242                     | \$123,864                           |
| I1B5XX    | Statistical Analyst V     | I.016.PSE | \$88,044 | \$130,056 | \$96,846                            | \$105,648                     | \$117,852                     | \$130,056                           |
| H6S4XX    | Store Manager             | H.016.PS  | \$68,100 | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| D6D1XX    | Structural Trades I       | D.006.LTC | \$41,808 | \$58,536  | \$45,990                            | \$50,172                      | \$54,354                      | \$58,536                            |
| D6D2XX    | Structural Trades II      | D.009.LTC | \$48,396 | \$67,764  | \$53,238                            | \$58,080                      | \$62,922                      | \$67,764                            |
| D6D3XX    | Structural Trades III     | D.012.LTC | \$56,028 | \$78,444  | \$61,632                            | \$67,236                      | \$72,840                      | \$78,444                            |
| H3H1XX    | Student Services Spec I   | H.007.PS  | \$43,896 | \$70,248  | \$50,484                            | \$57,072                      | \$63,660                      | \$70,248                            |
| H3H2XX    | Student Services Spec II  | H.009.PS  | \$48,396 | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H3H3XX    | Student Services Spec III | H.012.PS  | \$56,028 | \$89,652  | \$64,434                            | \$72,840                      | \$81,246                      | \$89,652                            |
| H3H4XX    | Student Services Spec IV  | H.016.PS  | \$68,100 | \$108,972 | \$78,318                            | \$88,536                      | \$98,754                      | \$108,972                           |
| H3H5XX    | Student Services Spec V   | H.021.PS  | \$86,916 | \$139,080 | \$99,960                            | \$113,004                     | \$126,042                     | \$139,080                           |
| G2C2TX    | Systems Monitoring I      | G.010.ASR | \$50,820 | \$71,148  | \$55,902                            | \$60,984                      | \$66,066                      | \$71,148                            |
| G2C3XX    | Systems Monitoring II     | G.011.ASR | \$53,364 | \$74,712  | \$58,698                            | \$64,032                      | \$69,372                      | \$74,712                            |
| G2C4XX    | Systems Monitoring III    | G.015.ASR | \$64,860 | \$90,804  | \$71,346                            | \$77,832                      | \$84,318                      | \$90,804                            |





| Job Class | Job Title                 | Grade     | Min       | Max       | Quartile 1 Max<br>(Class Min - 25%) | Quartile 2 Max<br>(25% - 50%) | Quartile 3 Max<br>(50% - 75%) | Quartile 4 Max<br>(75% - Class Max) |
|-----------|---------------------------|-----------|-----------|-----------|-------------------------------------|-------------------------------|-------------------------------|-------------------------------------|
| G2C1IX    | Systems Monitoring Intern | G.007.ASR | \$43,896  | \$61,464  | \$48,288                            | \$52,680                      | \$57,072                      | \$61,464                            |
| H4M1IX    | Technician I              | H.005.PS  | \$39,816  | \$63,708  | \$45,792                            | \$51,768                      | \$57,738                      | \$63,708                            |
| H4M2TX    | Technician II             | H.006.PS  | \$41,808  | \$66,900  | \$48,084                            | \$54,360                      | \$60,630                      | \$66,900                            |
| H4M3XX    | Technician III            | H.009.PS  | \$48,396  | \$77,448  | \$55,662                            | \$62,928                      | \$70,188                      | \$77,448                            |
| H4M4XX    | Technician IV             | H.011.PS  | \$53,364  | \$85,380  | \$61,368                            | \$69,372                      | \$77,376                      | \$85,380                            |
| H4M5XX    | Technician V              | H.015.PS  | \$64,860  | \$103,788 | \$74,592                            | \$84,324                      | \$94,056                      | \$103,788                           |
| I6B1XX    | Telecom Engineer I        | I.014.PSE | \$79,860  | \$117,960 | \$87,846                            | \$95,832                      | \$106,896                     | \$117,960                           |
| I6B2XX    | Telecom Engineer II       | I.016.PSE | \$88,044  | \$130,056 | \$96,846                            | \$105,648                     | \$117,852                     | \$130,056                           |
| I6B3XX    | Telecom Engineer III      | I.019.PSE | \$101,916 | \$150,552 | \$112,110                           | \$122,304                     | \$136,428                     | \$150,552                           |
| I6B4XX    | Telecom Engineer IV       | I.021.PSE | \$112,368 | \$165,984 | \$123,606                           | \$134,844                     | \$150,414                     | \$165,984                           |
| I6A2XX    | Telecom Specialist I      | I.004.PSE | \$49,032  | \$72,420  | \$53,934                            | \$58,836                      | \$65,628                      | \$72,420                            |
| I6A3XX    | Telecom Specialist II     | I.008.PSE | \$59,592  | \$88,032  | \$65,550                            | \$71,508                      | \$79,770                      | \$88,032                            |
| I6A4XX    | Telecom Specialist III    | I.010.PSE | \$65,700  | \$97,044  | \$72,270                            | \$78,840                      | \$87,942                      | \$97,044                            |
| I6A5XX    | Telecom Specialist IV     | I.013.PSE | \$76,056  | \$112,344 | \$83,658                            | \$91,260                      | \$101,802                     | \$112,344                           |
| G1C2TX    | Telephone Operator I      | G.001.ASR | \$32,760  | \$45,864  | \$36,036                            | \$39,312                      | \$42,588                      | \$45,864                            |
| G1C3XX    | Telephone Operator II     | G.002.ASR | \$34,404  | \$48,156  | \$37,842                            | \$41,280                      | \$44,718                      | \$48,156                            |
| C5K1IX    | Therapist I               | C.014.HCS | \$61,608  | \$86,268  | \$67,776                            | \$73,944                      | \$80,106                      | \$86,268                            |
| C5K2TX    | Therapist II              | C.017.HCS | \$71,328  | \$99,864  | \$78,462                            | \$85,596                      | \$92,730                      | \$99,864                            |
| C5K3XX    | Therapist III             | C.019.HCS | 78,636    | 110,100   | 86,502                              | 94,368                        | 102,234                       | 110,100                             |
| C5K4XX    | Therapist IV              | C.021.HCS | 86,700    | 121,380   | 95,370                              | 104,040                       | 112,710                       | 121,380                             |
| C5L1XX    | Therapy Assistant I       | C.007.HCS | 43,788    | 61,308    | 48,168                              | 52,548                        | 56,928                        | 61,308                              |
| H4I1XX    | Training Specialist I     | H.008.PS  | 46,092    | 73,752    | 53,010                              | 59,928                        | 66,840                        | 73,752                              |
| H4I2XX    | Training Specialist II    | H.009.PS  | 48,396    | 77,448    | 55,662                              | 62,928                        | 70,188                        | 77,448                              |
| H4I3XX    | Training Specialist III   | H.012.PS  | 56,028    | 89,652    | 64,434                              | 72,840                        | 81,246                        | 89,652                              |
| H4I4XX    | Training Specialist IV    | H.016.PS  | 68,100    | 108,972   | 78,318                              | 88,536                        | 98,754                        | 108,972                             |
| H4I5XX    | Training Specialist V     | H.021.PS  | 86,916    | 139,080   | 99,960                              | 113,004                       | 126,042                       | 139,080                             |
| D6E1XX    | Utility Plant Oper I      | D.012.LTC | 56,028    | 78,444    | 61,632                              | 67,236                        | 72,840                        | 78,444                              |
| D6E2XX    | Utility Plant Oper II     | D.015.LTC | 64,860    | 90,804    | 71,346                              | 77,832                        | 84,318                        | 90,804                              |
| C9C1XX    | Veterinary Technology I   | C.005.HCS | 39,720    | 55,608    | 43,692                              | 47,664                        | 51,636                        | 55,608                              |
| C9C2XX    | Veterinary Technology II  | C.007.HCS | 43,788    | 61,308    | 48,168                              | 52,548                        | 56,928                        | 61,308                              |



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| <b>Job Class</b> | <b>Job Title</b>          | <b>Grade</b> | <b>Min</b> | <b>Max</b> | <b>Quartile 1 Max<br/>(Class Min - 25%)</b> | <b>Quartile 2 Max<br/>(25% - 50%)</b> | <b>Quartile 3 Max<br/>(50% - 75%)</b> | <b>Quartile 4 Max<br/>(75% - Class Max)</b> |
|------------------|---------------------------|--------------|------------|------------|---|---------------------------------------|---------------------------------------|---|
| C9C3XX           | Veterinary Technology III | C.009.HCS    | 48,276     | 67,584     | 53,106                                      | 57,936                                | 62,760                                | 67,584                                      |
| C9C4XX           | Veterinary Technology IV  | C.011.HCS    | 53,220     | 74,520     | 58,548                                      | 63,876                                | 69,198                                | 74,520                                      |



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